

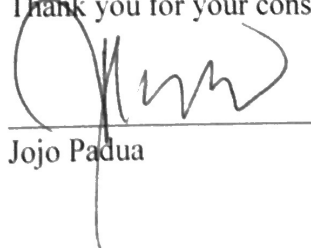
I am a Licensed Vocation Nurse who recently participated in an election at Kindred Hospital in San Gabriel (Kindred) conducted by the National Labor Relations Board. I write to provide information concerning my coworkers' and my experience under the Board's current procedures. We do not believe the Board should change those procedures.

Overall, the election process under the Board's procedures was easy to understand. The process was fast and fair. Thanks to the Board process, we were able to convey information that needs to be known to coworkers. We were able to talk about benefits information, the objective of a union, and what benefits we might stand to gain by unionizing. Kindred was also able to share information with employees about their stance against the union. Management made it very clear that they did not want employees to unionize. Management told employees that we would have problems if we unionized, that the hospital might close down, and that we might be paying dues for nothing. Kindred management held regular town halls about the union on paid work time and sometimes even after work. Of course employees did not have the same access—we were not allowed to talk about the union on work time and so were only able to discuss the union with coworkers on breaks or before/after work. The process therefore already inherently advantages employers. That is why it is so important to have strong Board rules in place to try to make as level a playing field as possible.

If employers have the opportunity to delay the process longer, it will hurt workers. For example at my facility, a new entity was taking over the hospital. If the election process had been delayed further, there would have been more confusion and uncertainty that could have drastically impacted the election in an unfair way. A shorter timeline is much more fair to workers.

Overall, the process was good. Since we are at a smaller facility, the process worked. If at a larger facility the rules would probably need to be even more strictly enforced to make sure the employer does not have too much of an advantage. The time between petition and election was more than enough—that process definitely should not have been delayed any longer. Again, a timely process is better for workers.

Thank you for your consideration.



Jojo Padua